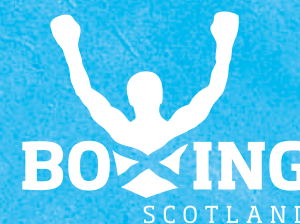


CHILDREN AND YOUNG PEOPLE SAFEGUARDING AND WELLBEING STRATEGY

2023 – 2027



Boxing Scotland is the national governing body for the sport of boxing in Scotland and is recognised by the Scottish Government, sportscotland, UK Sport the International Boxing Association (IBA) as the official and only acknowledged Scottish National Governing Body for the Olympic and Commonwealth Games sport of open style boxing. From grassroots boxing clubs, local community projects and governance, the reach of boxing is continuously increasing across Scotland. Boxing is arguably the most successful sport in reaching people in socially and economically deprived areas. Boxing Scotland and boxing in Scotland positively impacts people of all ages, backgrounds and abilities.

OUR VISION

- To include
- To influence
- To inspire

Our vision is to Include, Influence and Inspire without barrier, people of all ages and abilities to participate in the sport of boxing and/ or boxing activities.

OUR MISSION

To grow. To Develop. To Succeed.

1. To increase participation.
2. To improve the quality of what is offered to our membership.
3. To continue the delivery of a governance model to support and sustain a vibrant future for Boxing Scotland and our members.
4. To increase recurring commercial revenue streams.
5. To cultivate a reputation as a successful world-class Boxing organisation.

OUR VALUES

Our core values are:

- Trustworthiness
- Respect
- Responsibility
- Fairness
- Caring
- Good citizenship

These form the basis for all our activities and decisions and therefore are the foundation for implementing all the objectives and actions contained in this Strategy.

BACKGROUND

Boxing Scotland has, over a number of years, sought to ensure that all necessary procedures and policies are in place to reduce risk to children and young people and to ensure that the sport is as safe as possible. This includes safe recruitment processes and practices such as disclosure checks; training for staff and coaches; procedures for identifying and responding to concerns; etc.

However, we recognise that although we continue to meet all current requirements for child protection and safeguarding, there is much that needs to be done to ensure that children and young people taking part in boxing activity are not only protected from abuse but that their full wellbeing is promoted. This is done in partnership with parents and with young people although we also recognise our particular responsibilities and obligations. These should be clear at all times. Responsibilities to safeguard children and young people are shared with parents and families and with wider society. Our obligations do not replace or supersede those of parents and caregivers in ensuring that children and young people are properly protected, concerns

addressed, and their wellbeing is understood and promoted.

We know that in our sport, as in every other aspect of life, we cannot always entirely guarantee that risk is totally absent. Sometimes abuse and adverse experiences happen to children and young people no matter what we might do to ensure that they are safe. Nevertheless, our individual and collective responsibility is to make sure that these risks are as few as possible and that whenever we are aware of circumstances that might mean a young person is or has been at risk of harm we act promptly to ensure that this is stopped.

Boxing Scotland believes that it is always better to prevent harm than to deal with the consequences once it has happened.

Although this Strategy sets out the main priorities we have identified to constantly improve, the detail of our responsibilities and expectations can be found in our policies, procedures, and guidance which at all times will be kept current and relevant to Scottish legislation, government policy and best practice.

Boxing Scotland will also develop a Safeguarding Action Plan (2023-2027) to set out actions, responsibilities, and timescales to assist with the implementation of the Safeguarding Strategy.



STRATEGIC OBJECTIVES

OBJECTIVE 1: COMMUNICATION

OUTCOME 1:

Accurate information is widely available.

OUTCOME 2:

All policies, procedures and guidance are current.

OUTCOME 3:

All data recorded and retained complies with GDPR.

OUTCOME 4:

All communication through or relevant to Boxing Scotland on social media or online is safe for children and young people.

KEY PERFORMANCE INDICATORS:

- All relevant policies reviewed, updated and subject to Equality Impact Assessment
- All relevant policies codified into a single compendium
- All relevant policies, procedures and guidance easily accessible on website and social media
- Accurate data gathered, retained and reported concerning all safeguarding activity incl. all cases reported/dealt with; individual members of PVG Scheme/Disclosure checked incl. whether for work with children or work with protected adults; anyone suspended/referred to the List; everyone who has received training and what that training has been; and any other information as decided by senior management/the Board
- All data recorded and retained monitored and managed compliant with GDPR
- Through our website, social media and other medium we will seek the views of young people in the sport to help us to shape the future of boxing in Scotland
- A clear stand-alone policy and guidance on Social Media and Online Behaviour is developed and published
- The Social Media and Online Policy and Guidance is supported by relevant training

STRATEGIC OBJECTIVES CONTINUED...

OBJECTIVE 2: TRAINING AND AWARENESS

OUTCOME 1:

All staff, volunteers, coaches, officials and Board are trained.

OUTCOME 2:

Everyone involved with Boxing Scotland is fully aware of their responsibilities to safeguard children and young people; understands the safeguarding policies and requirements of Boxing Scotland; is aware of what constitutes risk of harm and how to prevent and identify it; and is trained to undertake their role in a way which protects children and young people and promotes their wellbeing.

OUTCOME 3:

There is zero tolerance of bullying behaviour.

OUTCOME 4:

Training provision is evaluated and amended as necessary.

KEY PERFORMANCE INDICATORS:

- CWPS/O training workshops and online information sharing provided for all coaches and officials.
- CWPS/O training workshops and information provided for all Club CWPO's
- BSL Anti Bullying Policy reviewed annually and shared with Clubs via online platforms and by any other effective means
- Training Needs Analysis undertaken for all roles – specific needs identified, addressed where required and evaluated annually.
- Staff ensure ongoing review of all Safeguarding training undertaken and provide alerts to ensure training is kept current and linked to registration process.

STRATEGIC OBJECTIVES CONTINUED...

OBJECTIVE 3: IDENTIFYING AND RESPONDING TO CONCERNS

OUTCOME 1:

No-one is uncertain about what steps to take to prevent children/ young people being abused or harmed.

OUTCOME 2:

Prompt action is always taken where concerns are identified.

OUTCOME 3:

Safe recruitment practices are always followed and those required to do so have current disclosure checks or are members of the PVG Scheme.

OUTCOME 4:

The Minimum Operating Requirements reflect the Children and Young People's Safeguarding and Wellbeing Standards.

KEY PERFORMANCE INDICATORS:

- Prevention messages – including bystander engagement and intervention – prominent in all relevant training
- Safe behaviours prominent in all training and induction for all groups and consistent with the Codes of Practice
- Public facing material on bystander engagement and intervention and prevention messages in general accessible through the website, social media and other media
- Steps to prevent or respond to injury or concussion – whether in competition or otherwise – set out clearly in stand-alone policy and provided to young people and parents
- All volunteers and staff are either members of the Scheme or have current disclosure checks completed where their role entails regulated work.
- All coaches and officials have completed satisfactory disclosure checks or are members of the PVG scheme before completing registration.
- Recruitment procedures and practices amended to ensure checks are completed prior to registration or employment
- Procedures and practices updated to be consistent with changing legislation and regulation.
- A current record of all checks undertaken annually kept on a central database and reported to the Board and to the membership
- BSL remain committed to embedding the Standards for Child Wellbeing and Protection in Sport within the culture of the sport and to support clubs work towards creating a positive, safer environment for children and young people.
- The revision and ongoing review of the MOR's will ensure that the safeguarding and wellbeing standards are fully embedded, and their implementation regularly monitored

STRATEGIC OBJECTIVES CONTINUED...

OBJECTIVE 4: PREVENTING HARM AND PROMOTING WELLBEING

OUTCOME 1:

Boxing venues are safe spaces to enable children and young people to participate in the sport. This includes having safeguarding at the heart of all boxing venues.

OUTCOME 2:

Everyone involved with Boxing Scotland is aware of what harmful or potentially harmful behaviour is and how to take measures to prevent it.

OUTCOME 3:

Children and young people have ready access to resources within Boxing Scotland to assist with supporting them and improving their mental health.

KEY PERFORMANCE INDICATORS:

- Risk assessments are undertaken of venues for all competitions or other events to ensure that potential harm is prevented; children and young people are properly protected; and safeguards are in place compliant with legislation and Boxing Scotland policies
- Relevant information and resources are sourced and made available through our social media and website to assist in understanding potentially harmful behaviour and how to prevent it
- Prevention messages – including bystander engagement and intervention – are prominent in all relevant training and materials
- Key personnel are identified, trained and supported to promote good mental health for young people and to assist individual young people where necessary in accessing help to improve their mental wellbeing

WORKING WITH OTHERS BOXING SCOTLAND IS COMMITTED TO:

- **IMPROVING THE PHYSICAL AND MENTAL HEALTH OF CHILDREN AND YOUNG PEOPLE AND**
- **PROMOTING THE RIGHTS OF CHILDREN AND YOUNG PEOPLE TO PLAY A FULL PART IN OUR SPORT, IN THEIR COMMUNITIES AND IN WIDER SCOTTISH SOCIETY.**